

predict emotional exhaustion. Furthermore, intrinsic satisfaction ( $\beta = -.259, p < .001$ ) and supervision satisfaction ( $\beta = -.146, p < .001$ ) negatively predict depersonalization. Finally, personal accomplishment is significant predicted by intrinsic satisfaction ( $\beta = .305, p < .001$ ), satisfaction with benefits and political organization ( $\beta = -.093, p < .001$ ), participation satisfaction ( $\beta = .160, p < .001$ ), and supervision satisfaction ( $\beta = .090, p < .001$ ).

These results suggest that job satisfaction lead nurses to adopt more positive attitudes to work, increasing their motivation and protecting them from burnout. The combination of individual and organizational factors is an important influence for the mental well-being of nurses, and professionals satisfied with their work provide better care to patients.

### **The influence of work-home interaction on burnout among Portuguese police officers**

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Workers deal with job and family demands, trying to not have conflict between these two important domains of their lives. Work-home interaction has become a topic of research (Demerouti & Geurts, 2004), with researchers searching the direction and the valence of this interaction. Policing has special rules that can interfere with family schedules and organization, dealing with uncertain and unknown events. Due to their stressful professional activity (Brown & Campbell, 1994; Dowler, 2005; Ranta & Sud, 2008), police officers are also vulnerable to burnout, experiencing emotional exhaustion, depersonalization, and reduced professional accomplishment (Kop, Euwema & Schaufeli, 1999; Page & Jacobs, 2011; Pines & Keinam, 2006; Taris et al., 2010). Recently, work-family interaction was related with burnout (Innstrand et al., 2008), indicating bi-directional causal paths. This study aims to investigate the influence of work-home interaction on burnout, in a sample of Portuguese police officers.

Participants were 78 male Portuguese police officers working in a small town in north Portugal. They were aged between 35 to 54 years ( $M = 46.1$  and  $SD = 4.9$ ), all married and with children. The Maslach Burnout Inventory - Human Services Survey (Maslach & Jackson, 1997) and Survey Work-Home Interaction Nijmegen (Geurts et al., 2005) Portuguese versions were fulfilled.

Despite low levels of burnout (between 1.05 to 1.73 to negative dimensions and 4.33 for professional accomplishment in a 0 to 6 points likert scale) and low levels of work-home interaction (0.49 and 1.07 in a 0 to 3 points likert scale for negative interaction, and 1.21 and 1.42 for positive interaction), results show positive statistical significant correlations between burnout negative dimensions and negative work-home interactions. Stepwise regression show that emotion exhaustion is predicted by work-home negative interaction ( $\beta = .378, p < .001$ )

whereas depersonalization is predicted by work-home negative interaction ( $\beta = .421, p < .001$ ) and family-work negative interaction ( $\beta = .234, p < .05$ ).

Burnout seems to be related with negative interactions between work and family, but those interactions differentially explain burnout. While emotional exhaustion seems affected by the negative influence of work in family, depersonalization reflects both paths of these negative interactions. The results reflect the complexity of the relationship between burnout and work-home interaction, already referred to by other authors (Marais et al., 2009; Mostert, 2011) in policing context. Interventions at workplace are needed to prevent burnout and help police officers cope with stressful job demands and separate them from family.

### **The "Spanish Burnout Inventory" (SBI)**

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The aim of this study is to present the structure, content validity and psychometric properties of the "Spanish Burnout Inventory" (SBI). The SBI is a questionnaire to evaluate psychological burnout that has been adapted and validated in over ten countries in Europe (e.g., Spain, Portugal, Germany, Czech Republic) and Latin America (e.g., Argentina, Brazil, Chile, Colombia, Costa Rica, Mexico, Peru, Uruguay). Although it is an instrument originally developed in Spanish language, it has been translated into different languages (Portuguese, German, Czech, French, etc.)

The results of this study derived from the SBI Manual (TEA, 2011). The sample consisted of 12,025 participants from ten countries (Spain, Portugal, Argentina, Brazil, Chile, Colombia, Costa Rica, Mexico, Peru and Uruguay), and several occupational sectors (health, education, employees working with intellectually disabled persons, prison employees, telephone operators, customer service staff of the public administration, and others).

The following analyses were performed: exploratory factor analysis and confirmatory factor analysis, reliability (Cronbach's alpha) and item analysis. The results confirmed both psychometric and theoretical models, and were appropriate for dimensions and items. We conclude that the SBI possesses adequate psychometric properties to estimate the burnout syndrome in Spanish and Portuguese-speaking countries.